Surface Warfare Officers School Command

Major Commanders Conference

Captain Tom Rowden

Agenda

- SWOS Today
- SWOS-at-Sea Evolution
- Department Head Alignment
- XO/ CO Fleet-up

SWOS Staff

as of May `07

CO

CAPT Tom Rowden

(MILIUS / CDS 60)

Exec Director

Mr. George Ponsolle

(CONOLLY / RO VINSON)

(401) 841-3181

XO

CDR Burt Quintanilla

(WARRIOR/HARPERS FERRY)

(401) 841-3596

CMC

QMCM (SW) Jones

N72

Fleet Training

CDR Mike Huck

(XO MAHAN/Slated HALYBURTON)

N73

Maritime Warfighting

CDR Carol Hottenrott

(PELICAN / HOWARD)

(401) 841-4050

N74

Material Readiness

CDR Brian George

(CHENG SAIPAN)

(401) 841-2680

N75

Command at Sea

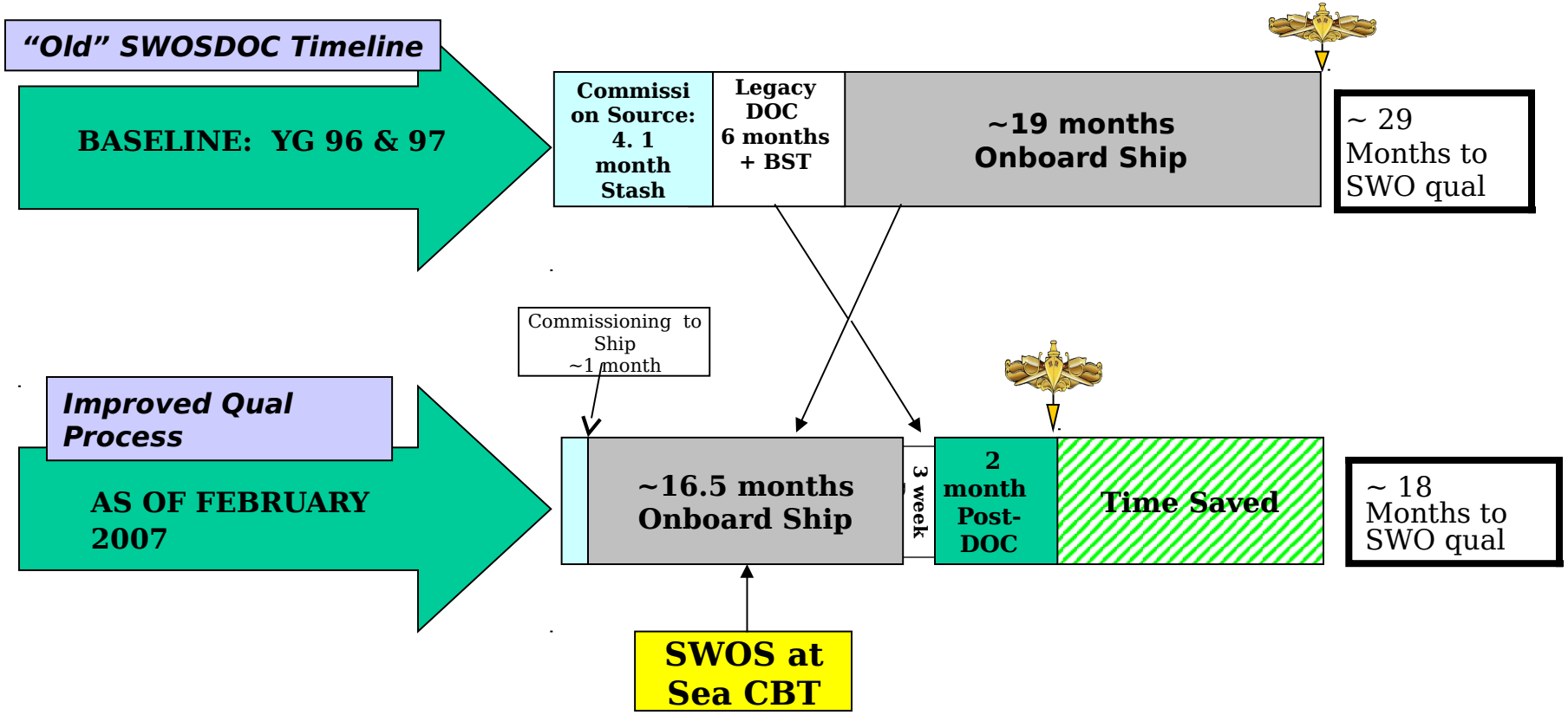
CDR Bill Nault

(SALVOR / O'KANE)

(401) 841-4975

SWOS-at-Sea Evolution

Surface Warfare Officer Qualification at a Glance


"Old" SWOSDOC Timeline
BASELINE: YG 96 & 97
Commissi on Source: 4. 1 month Stash
Legacy DOC 6 months + BST
~19 months Onboard Ship
~ 29 Months to SWO qual
Commissioning to Ship ~1 month
Improved Qual Process
AS OF FEBRUARY 2007
~16.5 months Onboard Ship
3 week
2 month Post-DOC
Time Saved
~ 18 Months to SWO qual
SWOS at Sea CBT

The Standard for SWO Qualification Remains Un

SWOS DOC COI

Instituted Testing

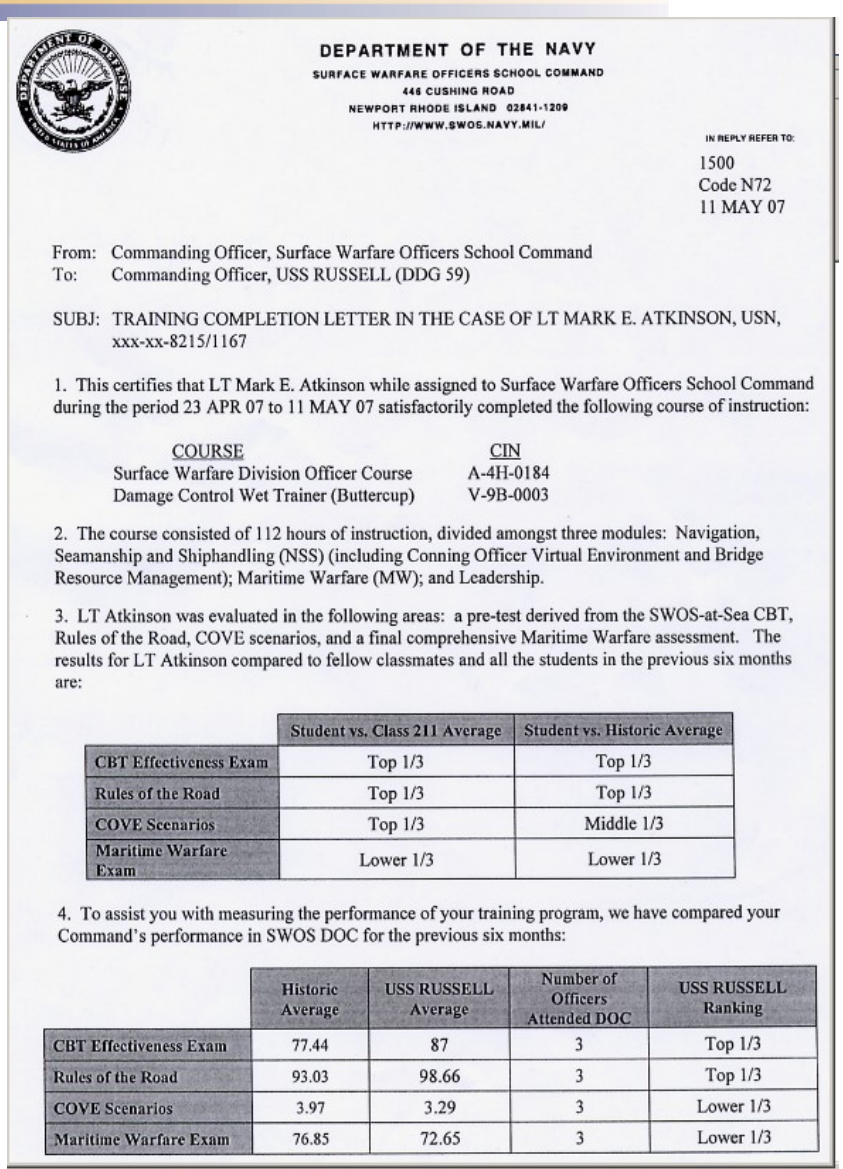
a) **Pre-Test for CBT Effectiveness**

b) **Rules of the Road**

c) **COVE OOD metrics**

d) **Post Test**

Feedback to the Fleet started April ’07.



DEPARTMENT OF THE NAVY
SURFACE WARFARE OFFICERS SCHOOL COMMAND
446 CUSHING ROAD
NEWPORT RHODE ISLAND 02841-1209
HTTP://WWW.SWOS.NAVY.MIL/

IN REPLY REFER TO:
1500
Code N72
11 MAY 07

From: Commanding Officer, Surface Warfare Officers School Command
To: Commanding Officer, USS RUSSELL (DDG 59)

SUBJ: TRAINING COMPLETION LETTER IN THE CASE OF LT MARK E. ATKINSON, USN, xxx-xx-8215/1167

1. This certifies that LT Mark E. Atkinson while assigned to Surface Warfare Officers School Command during the period 23 APR 07 to 11 MAY 07 satisfactorily completed the following course of instruction:

COURSE	CIN
Surface Warfare Division Officer Course	A-4H-0184
Damage Control Wet Trainer (Buttercup)	V-9B-0003

2. The course consisted of 112 hours of instruction, divided amongst three modules: Navigation, Seamanship and Shiphandling (NSS) (including Conning Officer Virtual Environment and Bridge Resource Management); Maritime Warfare (MW); and Leadership.

3. LT Atkinson was evaluated in the following areas: a pre-test derived from the SWOS-at-Sea CBT, Rules of the Road, COVE scenarios, and a final comprehensive Maritime Warfare assessment. The results for LT Atkinson compared to fellow classmates and all the students in the previous six months are:

	Student vs. Class 211 Average	Student vs. Historic Average
CBT Effectiveness Exam	Top 1/3	Top 1/3
Rules of the Road	Top 1/3	Top 1/3
COVE Scenarios	Top 1/3	Middle 1/3
Maritime Warfare Exam	Lower 1/3	Lower 1/3

4. To assist you with measuring the performance of your training program, we have compared your Command’s performance in SWOS DOC for the previous six months:

	Historic Average	USS RUSSELL Average	Number of Officers Attended DOC	USS RUSSELL Ranking
CBT Effectiveness Exam	77.44	87	3	Top 1/3
Rules of the Road	93.03	98.66	3	Top 1/3
COVE Scenarios	3.97	3.29	3	Lower 1/3
Maritime Warfare Exam	76.85	72.65	3	Lower 1/3

Three-Week SWOS DOC

- ✓ **Maritime Warfare 39.0 hrs**
- ✓ **COVE 19.5 hrs**
- ✓ **NSS 15.0 hrs**
- ✓ **Engineering & DC *4.0 hr**
- ✓ **Maintenance University 8.0 hrs**
- ✓ **Butter Cup 4.5 hrs**
- ✓ **Leadership 15.0 hrs**
- ✓ **Assessment 4.5 hrs**
- ✓ **Admin 3.5 hrs**

**** Firefighting School removed from COI***

Path to SWO Qualification

Accession Source Training

USNA/NROTC

OCS

Shipboard Training

CWO/LDO/STA-21

SWOSDOC

SWOS at Sea CBT Training

Accession Source Training

- ***Align Accession Source Training with SWOS at Sea CBT***
- ***Acquaint Officer with CBT before Arrival to First Ship***
- ***Junior Officers Confident and More Capable on Arrival***
- ***Reduce Time to Qualify SWO (18.32 months as of early `07)***

Training Shaped by Input from Commanding Officer Survey

SWOS Intro Course for OCS

Certify SWOS At-Sea CBT Complete

Message Writing
MOBOARDS
Rules of the Road
Navigation
Naval Platforms
Shiphandling

To Commence when OCS moves to Newport First Class to enter OCT 07

TOPIC	HOURS
Student Administration	**4 hrs**
Navy Familiarization/OOD Inport	**11.5 hrs**
DivO Admin and Leadership	**22.5 hrs**
Navigation and Seamanship	**21.5 hrs**
COVE / Full Mission Bridge	**18.5 hrs**
Maritime Warfare	**9 hrs**
Engineering / DC / Supply	**16 hours**
CBT Familiarization	**2 hrs**

Six SWOS at Sea CBT Modules Completed Prior to Arrival to Ship

SWOS at Sea CBT v2.0

Covers 100/200 Level PQS

Basic DC
OOD Inport
SWO
Engineering
Small Boat
Offi

25 Modules Containing

- **192 Lessons of Interactive Courseware (ICW)**
- **192 Practicums**
- **69 Practical Problems**
- **13 Assessments per Module**
- **4 Case Studies**

Mentor Orientation Lesson

Trainee Orientation Lesson

Admin Tools

- **Individual Training Plan**
- **Student Tracker Spreadsheet**

Modules

Shiphandling
Weather
MOBOARDS
DIVO Admin
Message Writing
Navigation
Rules of the Road
OOD Inport
Comms
U/W Fundamentals
Engineering
Combat Systems
Leadi

Curriculum Ties into On-the-Job Performance

SWOS at Sea CBT v2.0 Bad Habits

- Not completing ALL the Modules
- Complete modules they “feel” are their weaknesses and skip modules they “think” are their strengths.
- Not completing all Practicals or Practicums.
- Extensive “sharing” of Practicum assignments.
- “Clicking” through to the test.
- “Sharing” of test answers – Group vice I

Oversight by Shipboard Leadership is Key to Success

COMNAVSURFOR Best Practices

- Make a Plan
- Officer Training
- Level of Knowledge Exams
- Use Every Event
- Engage Wardroom & CPO Mess
- Use Simulation
- Mentorship
- Cross Deck

COMNAVSURFOR 161516Z DEC 05

SWOS at Sea Version 3.0 Improvements

- NKO Compliant
  - Learning Management System
  - Course Management System

- Increased Interactivity

- Ability to push latest developments (tactics, etc.) immediately to the Fleet.

Take-Aways

- CBT 3.0 will greatly improve upon previous two versions of SWOS-at-Sea CBT.
- Feedback from the Fleet is essential to improving both the CBT and the 3 week SWOS DOC course.
- The program is a partnership between SWOS and the ship. Developing and following a shipboard plan for CBT completion and OJT is the key to success for our Junior Officers.

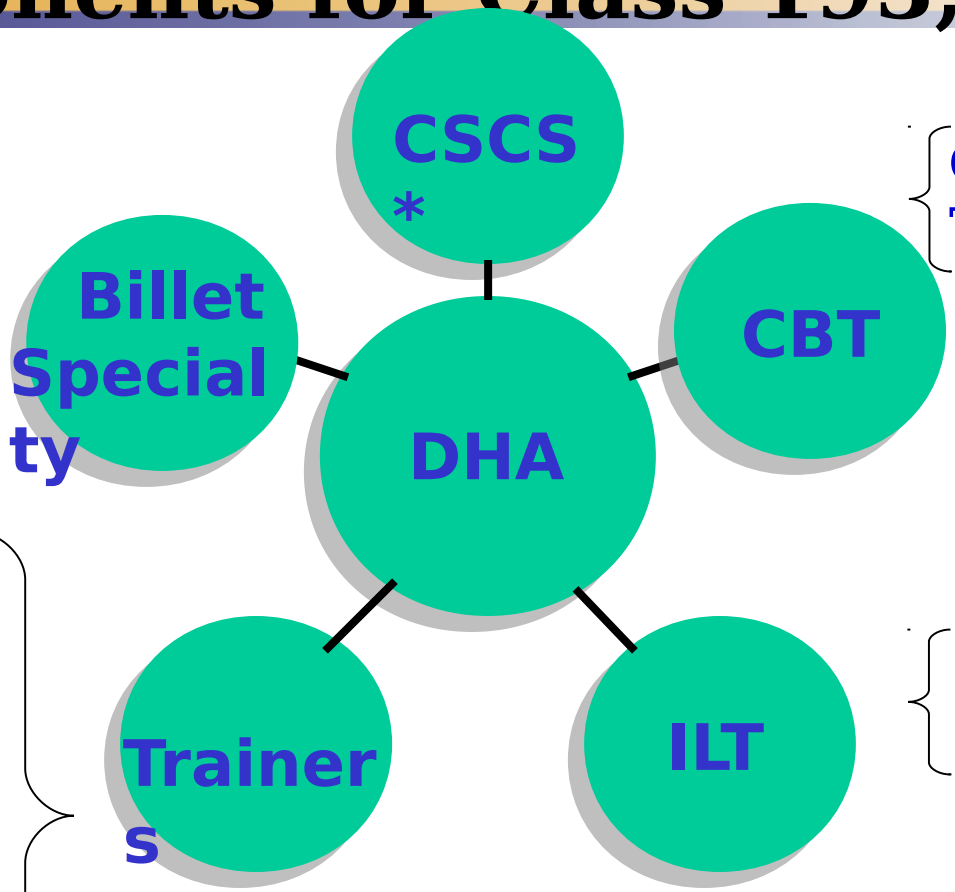
Department Head Course
TAO and EOOW

Train Ready to Qualify

Department Head Alignment

Components for Class 193, 3/07

- Chief Engineers
- OPSO's
- First LT's
- WEPS/CSO



Computer Based Training

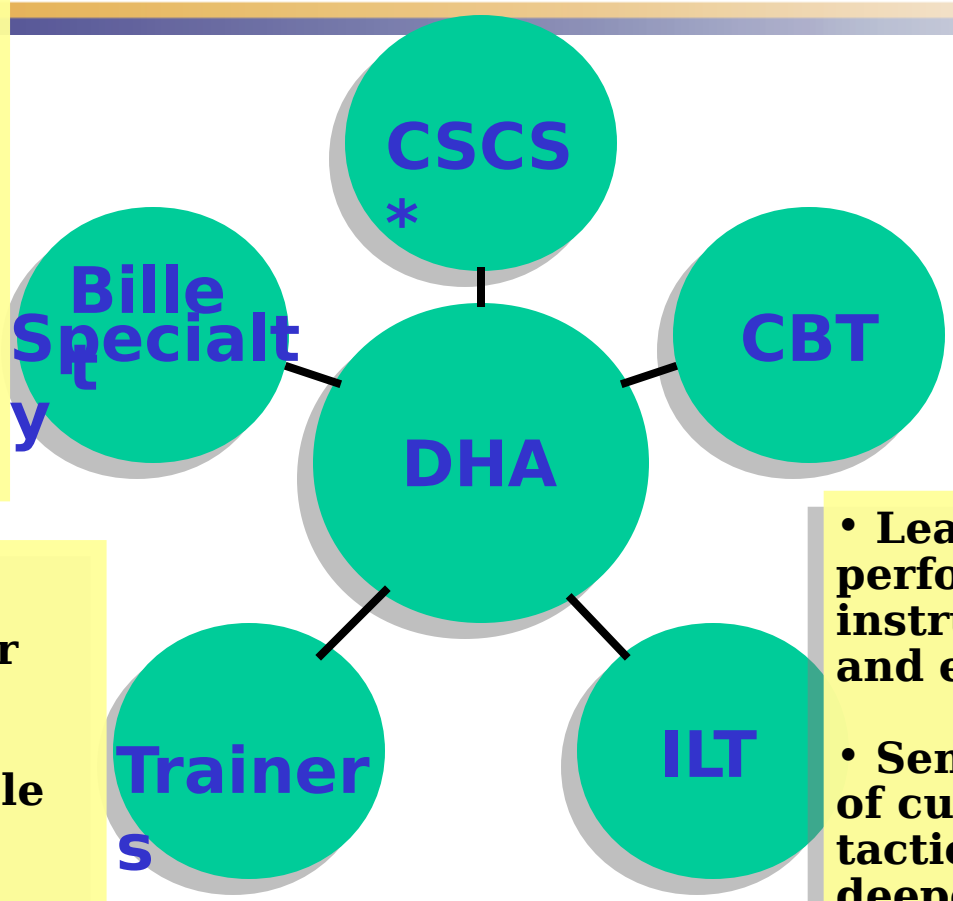
Instructor Led Training

- Multi-Mission Team Trainer
- Full Mission Bridge (tactical shiphandling)
- Generic

***CSCS-SWOS Technical to tactical**: All 193 attended 2 wk "common core" at CSCS, plus AEGIS pipeline as applicable

Department Head Alignment Class 193

- OPS/WEPS/FLT specialty redone
- PEO remains unchanged
- Added 3 wks of Adv Plng and pol-mil/regional awareness trng –leveraging NWC
- Developing staff skills



- SWOS/Carley Corp developed Basic Tactics Course CBT
- Serves as common baseline and pre-req for classroom trng
- Interactive, multi-media format (IMI)

- GBTS developing Intelligent Tutor capability
- MMTT 3.0 Aug ’07—adds console fidelity
- FMB for FAC/FIAC
- Approx 40% more MMTT time:
- Scene-setter packages

- Learner centric, performance-based—instructors both SME and educators
- Seminar format+ use of customized IT tactical tools—deepening tactical training
- Syllabus—class sked, home-work, directed readings, quizzes etc.
- Assessments—more, and more variety

Curriculum Improvements
Air Defense Example

	Legacy AD	DHA AD
Inst Trng	Subject Matter Expert?	Subject Matter Expert +Inst Dev training + N73 certified
Student Pre-req	None	Interactive Multi-Media Instruction (IMI) basic tactics (homework)
Classroom Hrs (See notes)	Approx 30 Hrs Powerpoint delivery	Approx 15 hrs instructor led (ILT); Approx 15 hrs on reinforcement activities
Quizzes	0	4 graded quizzes
Assessments	1 list and describe, short answer test	1 scenario driven test
MMTT (Multi-Mission Tactical Trainer)	4 Basic unscripted scenarios, informal group feedback	5 Basic scripted scenarios, approx 5 hrs of individual "stick time," and formal
GRTS lab (Generic Reconfigurable Training System)		

EOOW Train to Qualify

- **Preparation BEFORE reporting to SWOS**
  - **CD Training Disk sent to the student (test on second day of course)**
- **Emphasize, become the CHENG here at SWOS**
- **Common Core curriculum (3 weeks)**
  - **To learn the basics, theory, and engineering programs.**
- **Specialty Training (6 weeks)**
  - **Ship class specific focus with cumulative final**
  - **LOK boards for each student to ensure comprehension**
  - **Plant specific Computer Based Simulator use for basic level operations**
  - **Plant specific console trainers for advanced level operations**
  - **PQS accomplishment**
    - **Complete 100/200 level, selected 300 level (approximately 60%)**
  - **ATGLANT assessment (drills, evolutions, and oral board)**
  - **“Hot Plant” training onboard ships**

Take-Aways

- Rebuild 27-week curriculum
- Employs interactive courseware and adult learning techniques.
- Courseware is facilitated by experienced naval officers trained in formal methods of instruction (no more “death by powerpoint”).
- Expands the use of trainers and simulators for individual and group tactical events.
- Incorporates functional watch management, decision-making, and administrative skills.
- Trains to proficiency vice familiarization.
- Assesses to Fleet standards to speed time to TAO and EOOW qualification.

Deliver officers ready to execute the spectrum of their operational, administrative and leadership duties on a ship or staff requiring only certification—not further learning

XO/ CO Fleet-Up

XO/ CO Fleet-up Course "Bottom up Review"

- Command courses at SWOS to undergo complete "bottom up review" to assess the best way to train our leaders.
  - BUR will focus on desired skill sets for our CO's
    - Tactics, Shiphandling, Leadership, Self-Assessment
  - Will likely involve increased assessment and practical application
  - Will solicit deckplate/ fleet input
  - Conduct complete review of current course content and deliverables
  - Assess SLC and foreign Navy models as well as other schoolhouses for best practices.

Take-Aways

- The CO (still) owns the qual process (SWO, TAO, EOOW).
- Push your JO's to qualify EOOW in their first tour. EOOW CBT to arrive fall of this year to help this process.
- Push your Engineer to qualify in the first two months aboard (ATG has certified).
- In January `08 your TAO will arrive proficient. Qualification should take no more than a few months.
- SWOS at Sea v3.0 on the way. Accession source training with v3.0 commences in 2008.